



Melissa Keeley
Director

MEMORANDUM

TO: Satpal Sidhu, County Executive MK

FROM: Melissa Keeley, Human Resources Director

DATE: December 1, 2025

SUBJECT: Contract Amendment between Whatcom County and Summit Law Group

Enclosed is a Contract Amendment between Whatcom County and Summit Law Group for your review and signature.

Background and Purpose

Summit Law provides Human Resources with legal representation on matters relating to labor relations, including collective bargaining and contract negotiations. The purpose of this contract amendment is to increase the annual authority from \$89,076 to a not to exceed amount of \$164,0176 to meet our bargaining obligations for 2025. The County aggressively scheduled 47 bargaining sessions with eight union groups to promote the likelihood of achieving successor agreements by the end of 2025. We have tentative agreements with some groups, but have more bargaining work to do with others.

Funding Amount and Source

A supplemental budget request for \$75,000 was introduced on November 18, 2025 (AB2025-816). In 2026, the contract will revert to the original not to exceed amount of \$89,076.

Please contact me at extension 5305, if you have any questions or concerns regarding the terms of this agreement.